



NEWSLETTER

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UNIVERSITY COLLEGE OF THE
FRASER VALLEY

March 1993
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FACULTY & STAFF ASSOCIATION
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March 1993

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FSA NEWSLETTER

March 1993

From the Editor . . .

I had started editing this issue of the Newsletter with nothing to write about, nothing that irresistibly presented itself as a target for my wisdom.

And then I read Ian McAskill's, "The Even Bigger Truth," a response to the editorial and

"The Deficit Made Me Do It" in the last newsletter. Ian inspired me. Thank you, Ian.

But you will have to turn to Ian's call and my response for further dispute.

Paul Herman

Letters to the Editor . . .

Dear Ms Dahl:

As a regular and fortunate recipient of the *FSA Newsletter*, I thought I should let you know how much I appreciate receiving this publication.

In terms of information, detail and quality of writing, it is without doubt one of the best sources of college activities available in the province. As one who tries to maintain as much contact with the college scene as possible, I read all of it with a great deal of interest.

Please convey my thanks to all concerned. All the best for 1993.

Printed with permission from John Dennison, Department of Administrative, Adult and Higher Education, U.B.C.

From the President . . .

Well, it's been a very interesting month. A great deal has happened, and the Executive has been very busy.

The Budget

The University College still has no firm budget news. The lack of budget news has created uncertainty in many departments about how to plan for the coming year. As

usual, we are left playing "who has the budget" late in the academic year, despite the promise of the government to give us the news in a more timely way.

The Grievance Committee

Unfortunately, the Staff Grievance Chair, Jane Antil, has resigned. The executive has decided to appoint a committee to handle both

faculty and staff grievances and lay-off issues until the AGM in May. The committee consists of Diane Griffiths, Richard Heyman, Pam Mercer and Bob Smith.

The Pay Equity Agreement

The government approved UCFV'S application for pay equity funding (\$80,000) but said that none of the money could be spent on benefits. UCFV has agreed to cover the cost of benefits, and the pay increase for affected employees will thus be higher than anticipated. The executive was very pleased to see the UC's application approved, and to see the benefits issues settled quickly.

Pay equity legislation is designed to address historic injustices in the structure of the work force. Historically, jobs done by women have not been paid as well as those done by men. One rationale was that men supported families while women didn't. It was never true, and in recent times, the injustice of the wage differential has been recognized in legislation. Governments are making some attempt to improve the wages of female employees who are working at jobs that have not been properly valued. The restrictions on the use of pay equity funding are designed to ensure that historically undervalued work is recognized, and that improved compensation is provided. We may all feel we are underpaid—and no doubt would all be right in one sense—but some of us are more underpaid than others, and this funding begins to address that inequity.

There has been some controversy about the pay equity funding. Some have even suggested we return it. The executive, I feel, would be irresponsible to do so—if we can achieve better working conditions for any of our members, we should do so even if others

can't benefit. We would definitely reconsider if some of the membership gained while others lost, but that is not true in this case.

Those who have objected to the pay equity funding have done so, to my knowledge, on the grounds that:

- a) the money should have been spread out over more pay groups and scales.
We had, however, very little flexibility in how we used the funds. They had to be used in accord with strict restrictions established by the government. We had to comply with these instructions in order to get the money at all.
- b) if everyone couldn't get the funding, no one should have.
This is a hard argument to respond to. The counter-argument is: if we can improve working conditions for some, and harm no one by doing so, why shouldn't we?
- c) the employees in pay group 6 are now paid very little more than those in pay group 5, yet the jobs require more skills and qualifications.
This is true—the gap between pay groups 5 and 6 may be reduced. An assessment of the staff scale will certainly be a part of the next round of negotiations, and people in group 6 could help us sort this out at that time. It was certainly not our intention, in applying for the funding, to imply that the work of the people in pay group 6 is somehow now less valuable than it has always been.

The Executive did consider the options, and voted unanimously to approve the application. One need only look at the skills and

qualifications for the jobs involved, and then look at the skills and qualifications required for better paid jobs, to understand why the legislation exists. Again, let me thank Pam Mercer, Richard Heyman, Norah Andrew and Barry Bompas for their hard work on this issue.

The Korbin Commission

I attended the conference of employers and unions on February 28 and March 1. The purpose of the conference, called by the Korbin Commission, was initially rather unclear. In the end, the purpose appeared to be twofold. We were there to be told about the rationale behind the provincial budget, and to be told that the system would have to do more for less.

This, of course, is not a new message. Korbin was there to listen to what we might have to say about how to save money. Broad issues like defining the character and purpose of education, however, weren't really on the agenda. The focus was on how we could spend less money on bargaining, and on how the government could save money on wages and benefits.

Initially, we were given five options in relation to bargaining. a) status quo; b) some coordination; c) college bargaining agent; d) 2-tier bargaining; e) centralized bargaining. The options were not at any point, explained. We were, however, told that "status quo" was not an option.

Representatives of employers (CEO's, board presidents, personnel officers) and of employees (union presidents and bargaining staff) were assigned discussion groups. Each group had a mix of people—board members, union people, managers. We were given

questions to discuss, and a facilitator. The questions were very general—what things could be centralized?—what things should be local? The interesting thing that emerged from this exercise is that both unions and employers agreed, on the whole, that some things could be centralized, like the administration of benefit and pension plans, but bargaining should remain local. Although the centralization supporters were vocal, the tide clearly ran against them.

What did achieve some general approval from the conference were the following ideas:

- 1) Benefit plans could be centralized, provided they were co-trusteed (administered by a joint body of labour and management).
- 2) A need exists for a planning structure in post-secondary education which could give the whole system more direction and coordination. It, too, should involve both labour and management.
- 3) A central data bank should be created that both unions and employers could use to support bargaining demands. The point here is that negotiations often consist of arguments over figures which one side or the other has used. In order to work and to be trusted by both sides, the data bank would have to be co-trusteed as well.
- 4) Some policy development, particularly on equity issues, could be centralized.
- 5) Funding should be multi-year to allow for more planning flexibility and greater stability in the system.

Whether or not Judi Korbín takes the advice of the system remains to be seen. If she does, some coordination of bargaining will probably occur among the employers and among the unions as the system evolves. It will, however, evolve without government interference, and will not be imposed.

For the FSA, this conference was very promising. The membership made its wishes very clear on the issue of centralized, bargaining: we want no part of a compulsory or imposed system. Korbín reports to the government in May. We await her conclusions with interest, and hope she was listening.

While we await developments, I must note one interesting feature of the process this government is using. The system is facing some very tough issues, and in an ideal world, Boards and employees would be facing them together. This has rarely occurred, however. The employers discuss the issues in their organization—the Advanced Education Council (AECBC) or Council of CEO's. The faculty and staff discuss the issues in theirs—the faculty and staff unions. It is very unusual to sit down with a representative group of both employers and faculty and staff to discuss the issues and problems. A surprising amount of agreement exists about the nature of the issues, and even about the nature of the solutions. A good deal of the acrimony in the system could be dispersed if the two groups could carry on a conversation in a reasonably civil way, and in an environment where trust and good faith had been established. The consultative approach of the government, if it is around long enough to establish a new climate, may do more for the system than any legislation they pass.

Union Structure

The executive begins a discussion this week about the changing character of our work, and the kind of structure we would like to see in place. Personally, I would like to see changes in several areas—geographic representation of campuses, better election systems, a re-distribution of release time, a system of area membership meetings. All this will take some time, and certainly will require wide discussion among the membership.

We have already reorganized some things, such as standing SAC elections. We have also recognized the new demands with increases in support staff and release time. This was a "crisis" response, though, and it is clear now that we need to look thoughtfully at how to run a democratic and responsive union with 550-plus members, doing a very wide range of jobs and distributed over five campuses. To attract the best leadership, we must make the jobs of executive members accessible to all, with reasonable workloads, and good systems of accountability. We have done a good job of this in the past, and I'm sure we can come up with creative ways to deal with the new institution we are creating.

If you have ideas about the process of debate and consultation we might use over the next few months, please let an executive member know. If you can identify a problem or advantage with the current structure, that information is also useful.

Running for Union Office

The AGM is scheduled for May 27th, and at that time, a new slate of officers will be elected. Before you skip this section in anticipation of the annual appeal to run for

office, let me explain some of the advantages of doing so. There probably has not been, since the FSA was formed, a more interesting and exciting time to be on the executive. Despite all the stresses and strains of the job, there are some definite pluses.

The union at UCFV does not address only a narrow range of traditional union issues, but participates in a wide range of debates about the future of the institution. The FSA is represented formally on almost every significant committee, and we have a history of active involvement in institutional planning. Relations with management have historically been positive and respectful.

From a personal perspective, I have long recognized that the FSA is one of the central reasons UCFV is a good place to work, and a good place to learn. There are many ways to be involved in the important debates occurring as UCFV evolves, but the FSA, as the official representative of the faculty and staff, plays a central role. Executive

meetings are certainly rarely boring—there is too much to debate, argue and laugh about.

Do consider running for office, especially if you don't know much about the FSA. We all learned by getting involved. If you want to know more about the offices or about the current structure of compensation, talk to an executive member, or drop in to see Fenella in the union office.

Mission, and now, Clearbrook

Mission site planning is proceeding, the architect's drawings are done, and discussions among the unions are proceeding as plans become clearer. The Board recently approved a feasibility study into another joint venture between a Clearbrook High School and UCFV to run a trades facility. The proposal is included in this *Newsletter*. On behalf of the FSA, I asked the Board to have the collective agreement considered in the feasibility study, and they have agreed. Perla Werk will handle union issues at both sites.

Proposal for Clearbrook Technology Centre **Submitted by School District No. 34 and UCFV**

The proposal is to develop a jointly funded and operated Technology Centre on the site of the present Clearbrook Junior Secondary School.

Because the Centre will draw from the whole of School District No. 34, on an application only basis, it is essential that the Centre be attractive to students serious in pursuing a career in technology based industries, where a college certificate and/or diploma is required:

To be attractive to these students two elements must be present:

- 1) Opportunities to pursue technologies to a higher level than can be offered in their local school.
- 2) A 'college' environment where responsibility, enthusiasm for learning and flexibility are emphasized.

The issues may become very difficult, and we would appreciate hearing from those who can see problems we haven't noted yet. ABE faculty and staff, for example, have let us know how the Mission proposal might affect them, and we have taken their ideas into account. In the case of Clearbrook, trades faculty and staff may want to talk to Perla about the issues that they see looming.

Scholarly Activity

The response to the proposal I sent out earlier has been largely positive (or at worst, indifferent). A few suggestions have been made, and Barry and I have worked some of them into the proposal. Some we couldn't work in without throwing the whole document out—not an option we were willing to consider given the general level of satisfaction with it.

What happens next is that JPDC will use the process for this year, while UCAC debates it. In the fall, JPDC will review how the process

worked, and let UCAC know. At some point next Fall, a permanent process will be in place. The last question remains: how much money will be available?

Barry and I are working on application forms. Watch for notices about elections to the Scholarly Activity Committee. Perhaps those of you intending to apply could let your department heads know of your intention, as time is getting very short.

The Collective Agreement clause to look for is 20.2.1(g):

Within any two-year period, faculty may apply to have up to 25% of one annual workload reassigned to scholarship directly related to the faculty member's area of expertise, scholarship being broadly defined.

Ignore the process clause which follows. Instead, ask for application forms from Barry Bompas after April 1st, 1993.

The core program will focus on the major academic subjects deleting programs such as P.E., Home Economics, Fine Arts, etc. This will create additional time for College level and "applied" courses.

The Clearbrook Career Technology Centre (C.C.T.C.) will, eventually house approximately four hundred and fifty (450) secondary age students over a fourteen (14) hour day, six (6) day week. This will break down into approximately one hundred and fifty (150) students for each of the three (3) years of the integrated program. It would be necessary to have a Grade 11 entry of one hundred and seventy (170) students, to allow for attrition. Staffing will be a mix of School District and UCFV employees with a joint administration.

Other agencies, e.g. the British Columbia Institute of Technology (BCIT); Canada Employment and Immigration (CEIC) and private industry will be involved, where appropriate.

CCTC will emphasize the assessment, development and qualification of workers for specialized, high technology careers.

SAC Nominations

Increasingly, we are having problems with late nominations for SAC elections. We can't take them after the ballots have gone out, and we must be consistent from one election to the next. Furthermore, there have been a couple of cases which really amount to attempts to tamper with the election process. Thus - we will no longer accept late nomination forms.

The Spring Fling

Definitely on for April 30th. Contact Virginia Cooke or Tom Davis to tell them what you want, or better yet, volunteer a little time!

Cheryl Dahl

From the Second Staff Vice-President

Pay Equity and All That

My Lesson: The next time Barry Bompas approaches me to serve on a committee, the first thing I'll do is ask him who's already turned him down.

The Next Step: On May 7, 1993, the FSA and Management have teamed up to sponsor an entire day devoted to discussing pay equity issues. We are enlisting the expertise of Ted Byrne from the Trade Union Research Bureau to help us coordinate the event. It's college-wide (so staff get the day off), it's free, it's on a Friday, and we're throwing in a nice B-B-Q lunch, so please respond to the survey you received last week asking for your input.

The Further Adventures of the Christmas Club

They meet in the same fishnet draped cafe and order from the never-changing menu, to grapple with that controversial issue which all

partygoers must sooner or later come to grips with: What to Wear? Wendy (also star of "Wendy's World" on Cable 3) insists on wearing the purple velvet gown she bought for last year's gig but never got a chance to wear. Cutloose and Sue swear they're forever in blue jeans. Any notion of imposing a dress code on the free world is inconsistent with Pam's partying philosophy; besides, and more importantly, she and Moira are too busy worrying about where they are going to get dates on such short notice? Richard is caught in that gut wrenching male dilemma: Tie? Or no tie?

Unable to reach consensus, but unwilling to negate each other's needs, it is decided: Wear What You Want. December Tenth—It Will Happen to You.

Criteria for new Club members: either owning, or being married to someone who owns, or just occasionally sleeping with

someone who owns, a dress which was bought for last year's Christmas Party and is still hanging in the closet with price tags

intact. On this basis, Scott Fast was asked into the Club.

Pam Mercer

Prison Education Contract Update . . .

The UCFV Prison Education Department was not successful in its bid to renew the Provincial Corrections Regional Education Contract. In a letter dated March 10, 1993, Ray Negrin, Director of Programs, writes "I know from a Surrey Pre-Trial point of view, the services provided by the University College of the Fraser Valley in the last three years have been most satisfactory ... I hope that the disruption to UCFV and the teaching staff is minimal."

The decision was based solely on monetary issues. Langley College, the successful bidder, underbid our proposal by \$70,000.

The loss of contract affects two and one half full-time ABE instructors, one half-time Itinerant Vocational Counsellor and one half-time Coordinator (all type "C"), as well as two part-time Lifeskills Coaches and some part-time employees. In all likelihood Langley College will hire the incumbents.

Pam Mercer

From the Grievance Chair . . .

Recently I sent out a circular printing out the prep maximums cited in Article 20.2.10 in the Collective Agreement for semester-based faculty, as there have been inquiries. Faculty often exceed these limits (3 in one semester; 5 in one year) and the FSA does not intervene. However, it will when asked.

To explain, Article 20.2.10 is part of an interlocking system of course load, class size, daily, etc. limits that we have paid for in the form of lower salaries. Clearly, if the maximums across the board were higher, the employer would be able to pay us more. Faculty, from the start, have always wanted the best workload arrangements in the

system, and when we adhere to them we are able to provide better instruction and have some time for committee work. The perception is in fact quite erroneous that faculty who insist on the enrollment and prep ceilings are not pulling their weight with the department. Faculty who constantly exceed the limits often find themselves burned out, unable to keep curricula up to date, and volunteering less for the chores vital to the college as a whole, work picked up by others. Department heads and members ought to think about this. It seems pointless to bargain for reasonable workload limits (and pay for them) but then not enforce them.

Owing to additional duties in her college position, the Staff Grievance Chair was compelled to resign from this FSA position. The executive has formed a staff grievance committee—Richard Heyman, Pam Mercer, Diane Griffiths and I—to continue full service. Inquiries or complaints from faculty will still come to me or Cheryl Dahl.

Finally, there has been a good deal of lay-off talk in recent weeks. Owing to the twists and turns of events and the College's announced strategy of reducing some work in a given area to free up resources for another, lay-offs may ensue presently. If so, the FSA officers and Personnel Director will ensure that Article 18 procedures are adhered to fully, and possibly then some.

Bob Smith

From the C-IEA Human Rights Committee Rep . . .

The focus of the February Human Rights Committee meeting was on harassment policies and procedures, including both sexual and personal harassment. The harassment discussion began with a viewing of the video "The Chilly Climate" and was followed by a discussion of sexual and personal harassment issues.

Representatives from each attending local brought existing policies and contract language pertaining to harassment. After discussion of the various problems at individual institutions, the HRC passed the following resolutions:

1. The HRC recommends that C-IEA lobby government to fund a harassment officer for each college.
2. The HRC encourages locals to join with community organizations representing equity groups to develop a proposal and a rationale for local equity advisors. Such proposals should be submitted to the provincial government.
3. C-IEA supports, in principle, the development of a list of resources, including a speakers bureau, addressing anti-discrimination issues.
4. The HRC recommends that C-IEA lobby government for funds to help instructors involve human rights issues in their curriculum.
5. The HRC encourages local faculty associations to communicate directly with board members about human rights (equity) issues.
6. The HRC recommends that C-IEA adopt the following policy: All C-IEA locals are encouraged to bargain comprehensive language protecting employees from personal or sexual harassment, regardless of any institutional policies on harassment that exist.

Other issues brought up at the meeting included policies and student evaluation forms. The poster policy issue was brought up by the representative from the University

College of the Cariboo in response to student reaction against a policy prohibiting the advertising of political or religious speakers. The policy in question includes the statement, "All such related posters much reflect an 'all-party' nature." The concern about student evaluation forms is that they provide students an opportunity to anonymously harass instructors and to make unsubstantial allegations that may affect the instructor's future. It was agreed to postpone discussion of these issues until the fall meeting, which will also tentatively include a half-day joint meeting with the Status of Women Committee.

The meeting ended with a decision to propose a two-part workshop on unlearning discrimination for the Annual General Meeting.

Jacalyn Snodgrass

Editor's Note: At the February 24 Executive meeting, there were the following comments on the above recommendations:

1. Language should be broadened so that there could be appropriate local variations such as having an ombudsperson or equity officer rather than a harassment officer.
6. Our combination of contract language and UCFV policy on sexual harassment may be adequate, but we do need some provisions against personal harassment. Contract Chair Perla Werk was asked to consider having language in the contract on personal and sexual harassment.

From the C-IEA Status of Women Representative . . .

The Status of Women Committee (C-IEA) met in Vancouver on February 19-20. The meeting began with each member reporting on the activities/progress/problems pertaining to women at their institution. I noticed considerable progress has been made in raising awareness of women's issues at nearly all colleges—compared to two years ago, when I joined the committee, colleges are taking much more pro-active roles in providing an environment which recognizes women and other designated groups.

Most institutions celebrate International Women's Day (some for a full week), have

memorial services for the women killed in the December 6th massacre, have women's committees whose activities range from networking and sharing of knowledge and experiences to the development of equity policy, safety programs, harassment workshops, etc. Much interest was expressed in our "Year of Equity" theme and our P.D. Day on "Celebrating Diversity." Most members provided data on the gender distribution of employees by part-time/non-regular and full-time employment; by comparison to some institutions, we are doing fairly well in this area.

All members expressed concern on two key issues:

- 1) the problems experienced by part-time/non-regular faculty in obtaining full-time/regular positions where desired, and
- 2) the problems of backlash, not only in response to policy development but also in response to awareness activities. Members were urged to use (and get their colleagues to use) C-IEA resources and policies.

At the last meeting, many of us had expressed frustration with the time and stress involved in addressing women's issues while being committed to teaching. Since many of us are working on the same kinds of issues, it was agreed to share resources (such as policies) which have been developed at one institution but may facilitate the work of another. Copies of Women's Studies Proposals, Equity statements, course outlines and other goodies were circulated to the committee—my contribution was an annotated listing of short, contemporary films which I have used for the Women's Film Series and Women's Studies classes.

At UCFV, I am delighted to note that more and more people seem to be willing to work on equity issues, to share their knowledge with others, to take on specific tasks such as workshops, committee work, etc. I feel this has taken much pressure off me, and that we provide each other with a strong support network. I really appreciate this support! I am also pleased that several instructors are integrating women's issues into their curriculum—I have had a steady procession of faculty and students contacting me for information on feminist issues, and several students have mentioned how much they enjoy a specific course because the instructor

makes a point to address gender issues in both curriculum and pedagogy.

Specific events which have occurred at UCFV (many of which were initiated and conducted by people other than myself) include several meetings of the Women's Issues Network (the videos "Inequity in the Classroom" and "After the Montreal Massacre" were shown at two of these meetings, and pay equity was the topic of a recent meeting); a workshop on male-female communication; participation in SFU's date-rape study; a film series on each campus; establishment of a "Walk-Safe" service; and probably several other activities which I am unaware of, or have temporarily forgotten. Two students have recently contacted me to ask my assistance in establishing a date-rape awareness campaign at UCFV; I will be meeting with them next week to explore this further. Lastly, I have done a number of guest lectures on women's issues, for a wide range of disciplines in the college and also for a variety of groups in the community. On March 8th, I will be the keynote speaker for the International Women's Day luncheon at CFB, Chilliwack.

I have agreed to co-facilitate two workshops at the C-IEA AGM this May (one on Inequity in the Classroom, and the other on Male-Female Communication), and will also be attending the WPSE (Women in Post Secondary Education) Conference in May as the representative for C-IEA. A provincial articulation committee has been established for Women's Studies, and I hope to attend its first meeting which is also being held in May.

My term as the FSA's Status of Women Representative is nearly up, and I would like to run for another term. I am presently

co-chair of C-IEA's Status of Women Committee and hope to continue in this capacity.

Jean Ballard-Kent

Quote of the Month . . .

"I don't have a contract. The President just stamps 'Best Before' and an expiry date on my forehead."

- *Sessional instructor in Faculty Circuit, Alberta, February 1993.*

Report on Governance . . .

The provincial committee on Governance in the colleges, formed to recommend changes to the Colleges and Institutes Act, appears to be drawing to a close. Working from the discussions of the larger committee, a subcommittee has prepared a draft report which, on March 22, will go back to the larger group. The report contains several controversial recommendations, so it remains to be seen whether the committee will reach consensus. As a member of the subcommittee, I think the report is a workable, if not perfect, compromise, and a possible real step forward.

Because the whole committee has not yet read and approved the document, I thought it better not to print it here. But if the committee were to approve it, and if the government were to incorporate the recommendations into legislation, these would be some of the changes to our current governance structure.

The College Boards would retain authority and responsibility for the overall governance of the colleges, including budgets, appointments, community liaison,

implementing government and ministry directives, and carrying out the mandates and objectives of the institutions. However, jurisdiction over educational matters such as program approval, instructional policies, admissions and standards, would be shared with an Educational Council (not unlike our UCAC). These items would originate from the Educational Council, and the Board could not implement programs or policy in these areas without approval of the Council.

The College Boards would be made up of members from the external community (a combination of elected and appointed members) and the "internal community" (faculty, staff, and students), with at least 65% being external. This, obviously, would constitute a major change from the *status quo*.

The Educational Councils would be widely representative bodies, with the majority made up of faculty from all areas of the college. They would, in addition, include more students than at present, some administrators, some staff, and some of the external community members of the Board (probably

10% of the total). Given the level of responsibility invested in the Councils, faculty, staff, administrators, and students would need to regard very seriously their roles in these bodies.

The report includes a long list of principles on which these recommendations are based, some discussion of rationales, and several other recommendations which I have not outlined here. One of the major principles is that governance in the college system should more fully involve all the partners within the institutions in the decisions which govern education. If the report is amended and accepted by the whole committee, then it should be printed in full, perhaps in the next newsletter.

The Governance Committee meets again on March 22. Unfortunately, the Monday

meeting conflicts with a class which I have already missed once in order to attend a meeting, so I can't be there to argue for the merits of the subcommittee's report. Beyond the Governance Committee, and the provincial government, for that matter, there is the problem of implementing changes within colleges which resist any changes to the very hierarchical system of governance currently in place, a system based on the old school board model, inappropriate for current needs, and, I would argue, especially inappropriate for university colleges.

As I think I've mentioned before, our college is represented by three committee members: Ron Dinn from the Board, Peter Jones, and myself. If you have any questions or comments, these are the people you might approach.

Virginia Cooke

Brief Minutes . . .

Brief items not otherwise covered in reports from Executive members:

FSA Executive Meeting, February 24, 1993

Faculty Grievance Chair: Bob reported that some department heads are routinely conducting evaluations of probationary faculty, and that Academic department heads have been asked to do so. These practices may violate the collective agreement. Cheryl Dahl will write to management objecting that such a change in policy must go to Agreement Committee or face grievances.

Agreement Committee: Ian McAskill reported that the Committee will meet soon. Items to be discussed include science workload and compensation for Arts degree graduating project work.

Professional Development Committee: Germaine Baril reported discussion of using e-mail to post information on professional development events.

**UNIVERSITY COLLEGE OF THE FRASER VALLEY
PROJECTED REGIONAL POPULATION COMPARED TO THOSE OF
OTHER B.C. UNIVERSITY COLLEGES**

The UCFV regional population, compared to that in each of the three other university college regions, is second only to Okanagan. As the century closes, the gap between UCFV and Okanagan narrows while the gap between UCFV and Cariboo and Malaspina widens considerably.

Base on comparisons of funded FTE for 1992-93 among the four university colleges, UCFV is well short of the critical mass available to the other three institutions.

<u>College Region</u>	<u>Population 1991</u>	<u>Population 1996</u>	<u>Population 2001</u>	<u>Funded FTE 1992-93</u>
Cariboo	140,347	151,390	165,047	4,174
Malaspina	168,141	181,731	193,022	4,199
Okanagan	258,008	275,846	298,094	4,749
Fraser Valley	181,947	211,419	244,419	2,565

Note: Population projections are based on B.C. Central Statistics Bureau P.E.O.P.L.E. Model Projection, July, 1990.

**UNIVERSITY COLLEGE PARTICIPATION RATES (FTE/1,000 pop)
for B.C. University College Regions: 1992-93**

<u>U.C. Region</u>	<u>FTE/1000</u>
Cariboo	29.7
Malaspina	25.0
Okanagan	18.4
UCFV	14.1

COLLEGE INSTITUTE EDUCATORS' ASSOCIATION OF B.C.
**Changes in B.C. College and Institutes Personnel & Enrollment
1979/80 to 1989/90**

(percentage increase/decrease shown in brackets)

Instructional Staff

	Full Time Instructors	Part Time Instructors	Total Instructors	Instructional Admin.
1979/80	2,176	1,527	3,703	435
1989/90	2,145 [-1%]	2,928 [92%]	5,073	522 [20%]

Counsellors and Librarians

	Counsellors			Librarians		
	F/T	P/T	Total	F/T	P/T	Total
1979/80	92	11	103	46	10	56
1989/90	78 [-15%]	36	114 [11%]	44 [-4%]	39 [29%]	83 [48%]

Administrators (Non-Instructional)

	Senior Admin.	Administrative (Other)	Total Admin. (Non-Instructional)
	<i>(Number of part-time positions in parenthesis)</i>		
1979/80	213 (1)	59 (0)	272
1989/90	346 (42)	275 (63)	621

Note: #1

All information on personnel in the colleges and institutes is from the Ministry of Advanced Education document, B.C. College and Institutes Staff and Class Data. Enrollment information taken from Ministry of Advanced Education publication, B.C. Post-Secondary Enrollment Statistics.

Percentages calculated.

Bookstore Notes . . .

Coming up during exams, April 21, 22, & 23, the Bookstore will be conducting a Used Book buy back from students. Real money for texts! So if there are any FSA members who have current editions of texts from any courses they have taken, who knows there may be gold in them thar bookshelves. A media blitz is planned to advertise the Buy-Back from students. If faculty would let their students know that their textbooks will be purchased by the Bookstore at the end of the semester, their cooperation would be appreciated. The onus will be on faculty to submit their textbook adoptions even earlier this year to help with our used book buy. (Plea for submissions will be coming shortly.) As a result of this April Buy-Back, there will be a small percentage of used books available in September to supplement our new stock. (The Students have spoken!)

Speaking of students speaking, there is currently a survey being conducted by one of

Ken Fernstrom's Communications classes to poll (ouch!) the student population as to their perception of the Bookstore. Faculty will get their chance to speak as Simon Gibson's Communication class is currently conducting a survey to poll the faculty. The questionnaire will illustrate how faculty members feel about their bookstore and will provide guidance for the Bookstore to make decisions that will help us follow our four rules of service: Listening, Reliability, Surprise, and Service Design. When we get the results of these two surveys, the Bookstore will be publishing the results, good and bad. The survey is an independent study done by a number of highly motivated students; I hope everyone takes the time to fill out this short questionnaire.

Please note that the Bookstores in Chilliwack and Abbotsford will be closed for inventory March 31, April 1, 2. Please stock up.

Cameron Roy

The Even Bigger Truth . . .

Yet again political rhetoric seeps into our newsletter vaguely masquerading as economic theory. This time it is Paul Herman's editorial and its supporting article "The Deficit Made Me Do it." The argument advanced in the article by Harold Chorney et al., for the Canadian Centre for Policy Alternatives is so completely flawed one hardly knows where to begin. Essentially it is the old canard that government should

increase its deficit spending to attack unemployment, and to provide much needed social services. The argument is even extended to suggest that such debt is self-eradicating because the economic activity thus created generates revenues for government in excess of the expense; or at the very least, the overall expense is less than the government would otherwise face if it did not incur the deficit expenditure now. Theirs

is an answer to a prayer—a solution to all scarcity and its attendant human suffering without cost. The only problem is that the theory is wrong, and wherever it has been vigorously tried in modern times, it has yielded precisely the opposite: higher unemployment, a reduced ability to fund social services and a general further impoverishment of nations.¹

The reason this magic cure fails is that the remedy is purely short-run. The long-run consequences are opposite. In the longer-run, our accumulated debt actually depresses the economy and reduces the discretionary ability for governments to increase spending during recessions. Even during recessions, interest payments on the accumulated public debt must be paid. These interest payments are a non-discretionary government expenditure which, contrary to Chorney's opinion, have been growing relative to the size of the economy.² It is axiomatic that with any given level of taxation, growing interest payments leave the government with less revenue to apply discretionary policy such as Keynesian style public works projects. Consequently existing tax revenue must be diverted increasingly from useful public purposes to service this debt. Overall tax levels can rise, but how far? At some point increased taxation becomes a drag on the economy and meets with growing public resistance.³

PUBLIC DEBT VS. PRIVATE DEBT

One main argument, both Chorney's and Herman's, is that public debt is unlike private debt and is therefore ok. So the argument goes: with public debt we owe it to ourselves; therefore the cost of the debt is neutral upon the domestic economy, i.e., what we pay in interest expense out of one pocket, we

receive into the other. The argument ignores two important facts. First, the taxes exacted to pay the interest are not from the same pocket as those savers who receive the interest income. It is savers that receive the interest income. It is taxpayers at large that pay the interest expense. These are not the same people. Since it is the more affluent in society who are the net savers, the interest payments supposedly from one pocket to another, actually effect a redistribution from the less wealthy taxpayers in general to the more wealthy savers.

DEBT NO LONGER OWED TO OURSELVES

Second, a fact completely ignored is that a large and increasing portion of our public debt is not even owed to ourselves. It is in fact owed to foreigners with the consequence that the resulting interest income leaves our economy entirely.⁴

CAPITAL VS. CONSUMPTION

In spite of this, we are comforted by Chorney that deficit spending is really investment in our future—in roads, schools, hospitals—the so-called "infrastructure". If that were so we could have a clear conscience that we are investing in the future much as private corporations do when they add to plant capacity. Unfortunately that is not a large source of our deficits. Rather, the public deficits are funding the expenditures of government, the vast majority of which are transfer payments, not expenditure in the nature of fixed capital formation as characterized by Chorney. Of course now, the single largest expenditure item is the interest payment on accumulated past expenditure and past consumption.

THE ILLUSION...AND REALITY

Chorney argues that the public debt is not a problem and he cites a statistic showing that the deficit has been decreasing as a % of GDP. Here he reveals a fundamental confusion. The problem does not go away by now ceasing to deficit spend. We do not pay interest on the annual deficit but rather on the whole debt.⁵ To erase the debt, we must generate a reciprocating surplus budget for all the deficits of the past.

THE CONSEQUENCES

As already noted, interest payments on the Federal debt are now the largest item of government expenditure. By the 1980's, payments on the debt had surpassed their previous high of 2.9% of national income (GDP) reached in 1948, the legacy of wartime deficits. In 1980, the figure was 3.1% of national income. It is now 6.2%. In short, our debt is rising considerably faster than our ability to repay. The trend ought to be alarming for what this portends is an inevitable increase in future levels of taxation, and further cuts in government expenditure. These measures in turn depress aggregate income and expenditure.

A further effect of this growing debt lies in the extent to which it drives up domestic interest rates. Public borrowing, like private borrowing, draws upon the capital pool and increased demands for funds increases interest rates over what they would otherwise be.⁶ This increased borrowing cost does depress investment, as is clearly evident in the sensitivity of new residential construction to interest rates. While all investment is not blocked by high interest rates, it is certainly reduced. To the extent that investment is suppressed, so too are employment and

productivity growth. In turn, this impairs our ability to service our debt.

The aim of Herman's appeal and Chorney's article for increased deficit spending is to improve our well-being. Paradoxically, the experience with this approach has yielded the opposite. We have higher real interest rates, and consequently less investment, less employment, less productivity growth, and a lower standard of living. We also face higher levels of net taxation as we grope with the growing leviathan. At the same time, governments face increasing debt financing requirements coupled with growing taxpayer resistance which are manifest in budget cuts in the very social programs and public sector responsibilities for which the debt was initiated years earlier.

A SELFISH GENERATION:

We have in the end, already imposed on the coming generations a tax burden of immense proportions. They did not vote for this, and nor for the major part of the debt will they enjoy any benefit. Our own over-indulgence, it could be said, has foisted a scarcity and meanness upon our future society. In defending the entitlement of the current generation to consume more than they produce, deficit spenders obligate the future generation to produce more than it consumes. From where does this entitlement derive?⁷

As the debt inevitably continues to grow through the end of this century, there will be less resources available for welfare, health care, education—and this with a growing tax burden on society. Still the Deficit Paladins call for more. Alas, their calls will be ignored by the coming generation already robbed of its prosperity.

Ian McAskill

Footnotes:

- 1 Many examples come to mind, the most graphic being in the Latin Americas. The different course of economic reform in Poland vs. the USSR is also instructive.
 - 2 For the Federal Government alone, interest payments have been steadily increasing over the past decade: 1981 = \$14B. or 3.9% of GDP; 1986 = \$26B. or 5.2% of GDP; 1991 = \$42B. or 6.2% of GDP; (SC13-201, Tables 1, 37.)
 - 3 This is evidenced in Canada by the widespread public acrimony over the imposition of the GST. Many public now hold that we have reached, indeed exceeded our tax tolerance limit. Incidentally, the current 7% GST generated \$19.3 billion in 1991, which does not even cover one half of the current annual interest payments on the federal debt. (SC13-201, Tables 37 & 44).
 - 4 In 1981, non-residents accounted for 11% of the general public's holdings of the Government of Canada direct and guaranteed securities. By 1991, this share had increased to 23%. (B of C Review, W92-93, Table G5)
 - 5 For readers unfamiliar with the economic jargon of the argument, some background is warranted. The so-called "national debt" is the accumulation of all past annual deficits of the government, that is, the excess of all annual government expenditures over tax revenues. For the federal government, the last surplus budget was (as he points out at every opportunity even now) delivered by John Turner in 1974.
 - 6 Even compared with the U.S., (which itself has not managed its debt well), Canada is increasingly burdened with comparatively higher interest rates. The spread between U.S. and Canadian interest rates (using 3 month treasury bills as a benchmark) has been creeping up from roughly 2% in the early 1980's to around 3% by the 1990's. Canadian interest rates also show more volatility over those elsewhere. (With a large public debt to finance through the issuance of paper and a promise to repay in the future, the central bank must demonstrate a "zero tolerance" to inflation to maintain the confidence of lenders to continue to lend at low nominal interest rates. Ironically, the critics complain of this as a "high interest rate policy".)
 - 7 Defenders of deficit spending in the 1970's, then as now, reveal this callousness toward future generations with the oft-cited remark attributed to John Maynard Keynes, that, "In the long run we are all dead." Would anyone regard seriously such a response to other intergenerational issues such as environmental protection?
-

Editor's response:

I was tempted to let Ian's article pass without much comment. I am surely not as technically adept in this area (although common sense should not be completely

discounted) and also feared trying readers' patience. Perhaps it was enough merely to raise the issue of whether the deficit really makes them do it (to us). But, finally, there

were too many opportunities in Ian's text to pass by, so let me try your patience. It does seem an appropriate topic for discussion: might it have some implications for our stance in the next wage negotiations?

Ian begins by apparently deploring political rhetoric masquerading as economic theory again seeping into our *Newsletter*. I am not sure to what other instances of the sin he alludes. Nor am I sure which of us has committed the sin this time.

Ian cites advocacy of deficit spending as the old canard. But surely denunciation of the devilish deficit is the old duck now: we hear almost no other call, the media being deaf to other fowl upon the waters. Switching to Ian's metaphor of prayer and religion—and espying the priestly garb beneath the scientist's lab coat—the economic orthodoxy of a few years ago has now become wild-eyed heresy; and what was then dismissed as right-wing cant has become the new holy writ.

Ian seems to suggest that the well-versed no longer pray to the old gods of deficit spending. Well, there do appear to be members of other economist-sects—such as the authors of last issue's tract—gainfully employed in reputable, perhaps more ecumenical, institutions. It appears that some economist-theologians think our prayers can be answered—that scarcity and human suffering need not be our natural lot—while others believe in original sin. At the recent conference, *Investing in People—Maintaining Public Services*, "The Rationale for Restraint—is the deficit a problem?" was the title of a session; apparently it is still a respectable issue to some since a co-presenter was a UBC Professor Emeritus of Economics, past president of the Canadian

Economics Association and Fellow of the Royal Society of Canada. Unfortunately, I missed the media coverage I am sure it received.

Ian appears to imply that there may be good reasons for discretionary, increased—perhaps even deficit?—spending during recession. But have we not enjoyed recession for at least the last ten years? Yes, some economists keep telling us that we have recovered and taken ill several times over that period (economists seem to like metaphors, at least when speaking to the uninitiated); but somehow, I always miss the periods of health until they tell me that we are getting sick again. For example, I have trouble remembering UCFV not being subjected to yet another inadequate budget with threatened lay-offs because times are tough.

Ian warns us that deficit spending is inadvisable now for a variety of reasons, including "growing taxpayer resistance." But who are these increasingly resistant taxpayers? It would not be surprising if it were wage earners since the burden of taxes have shifted significantly from business to individuals over the last two decades. But, astoundingly, I have seen polls indicating many people are willing to pay more taxes if they are used for purposes such as paying on our environmental debt. Perhaps Ian will also tell us about Canadian tax rates compared to other North American and Western European countries. Is it really economic science that says we are over-taxed? Or is it that if we are told what to think often and loudly enough, we will begin to think that way?

It is also amazing how receptive governments and media are to these supposedly mad-as-hell taxpayers. Why don't wage

earners find such responsiveness when they say they are fed up with their decreasing standard of living?

Finally, Ian preaches the hell fire to come because we—the selfish generation—used borrowed money to consume more than we produced. (What happens to this economy if we stop borrowing in order to consume?) But just who is this selfish generation? Perhaps Ian will tell us how much the real incomes of the wage earners of this selfish generation have increased over the last two decades? When 'we' are enjoined to tighten our belts by business, government, and media, whose belts get shortened? Rarely the belts of those who preached the sermon.

If you want to have a rare and thrilling glimpse at heretical pamphlets, *The Deficit Made Me Do It* is available in the FSA office; there you can find further technical meditations upon some of Ian's lessons, for example, why increasing portions of our debt are held abroad, why we are spending so much on transfer payments—including those to large corporations—instead of using that money to build infrastructure, how deficits were previously financed by government (rather than banks) increasing money supply rather than interest rates.

So, what should we do in our next wage negotiations?

Paul Herman

Notices . . .

Claiming for the ICBC Business Rate?

If you are eligible to have the College pay the difference between insuring your vehicle for Pleasure/To Work and Pleasure/Business, you must file for the expense using a form from the Business Office. A letter from your insurance broker is no longer sufficient.

Deaths

The FSA attempts to express its sympathies to our fellow workers who have had someone close to them die. However, we can do so only if we know about it. So, if such a sad event happens to a co-worker, please let the FSA office know about it.

Accommodation in London

Planning to visit England? Flat to let, located in Barnes, which is a lovely Thames village with good bus and tube connections to all parts of London. Year round, two single bedrooms (or one double/one single) for £75/per person/per week. Includes breakfast. Contact Kathleen Galarneau, 854-4561 (work) or 921-8951 (home).

Finally . . .

The event you've all been waiting for--

the awakening of spring!

Christmas in April!

(brought to you by practically everybody: FSA, College, Board)

THE SPRING FLING

Friday, April 30

At King's Crossing

Dinner/ Dance

also featuring:

***Irreverent farewells to
Retiring faculty and staff***

Please set aside the evening now.
"New" employees are especially encouraged to attend.

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